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ABSTRACT

This book chronicles and examines the transition that is taking place in female/male relationships in American organizations. The book offers two types of useful information to people who currently work or anticipate working in organizations--insight into themselves in relation to the managerial role, and insight into how other people in organizations relate to and conduct themselves in their own work roles. Chapter 1 provides a historical perspective on the economic roles of women and men. Chapter 2 examines individual differences that affect the behavior of women and men at work and the origins of these differences. The third chapter explores how individuals and organizations make decisions about whether to establish an employment relationship with each other. The effects of gender stereotypes on the work relationships between male and female peers are examined in the fourth chapter. Chapter 5 considers issues pertaining to the expression of sexuality in the workplace, which may consist of sexual harassment as well as organizational romances. The sixth chapter extends the analysis of the effects of gender stereotypes to the work relationships between managers and their subordinates. The career and life patterns typically followed by men and women are described in the seventh chapter. Chapter 8 investigates issues related to the promotion of equal opportunity and appreciation of cultural diversity in organizations, and chapter 9 presents two alternative scenarios for the future. One figure and 11 tables are included. References accompany each chapter; contains 44 additional references. (LMI)

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